

Behaviour Management Policy for ReturnMK

At ReturnMK, our primary objective is to create a supportive environment that fosters positive behaviour among young people. We believe in nurturing a culture that encourages respect, cooperation, and personal growth.

Supporting Positive Behaviour

Promoting Positive Engagement: We aim to engage young people in constructive activities, mentorship, and skill-building programs to encourage positive behaviour.

Clear Expectations: We establish clear and consistent behavioural expectations through transparent communication with young people, staff, and volunteers.

Recognition and Reward: Acknowledging and rewarding positive behaviour through praise, incentives, and recognition ceremonies to reinforce desired conduct.

Training and Support: Providing staff and volunteers with comprehensive training on positive behaviour management strategies and techniques to effectively support young people.

Individual Support Plans: Creating personalized behaviour support plans for individuals who may require additional guidance or intervention, tailored to their specific needs.

Handling and Addressing Negative Behaviour

Immediate Response: Swiftly address negative behaviour by intervening calmly and responsibly to de-escalate situations and prevent escalation.

Fair and Consistent Consequences: Clearly defined consequences for negative behaviour that are fair, consistent, and proportionate to the actions taken.

Mediation and Conflict Resolution: Implementing mediation strategies and conflict resolution techniques to address disputes or conflicts among young people.

Communication with Stakeholders: Regular communication with guardians, parents, or caregivers to address behavioural concerns and seek their involvement and collaborate on solutions.

Learning and Development: Using negative behaviour incidents as opportunities for learning and growth, providing support to help individuals understand the impact of their actions.

Reporting and Documentation

Incident Reporting: A clear process for staff to document and report behavioural incidents promptly, ensuring accurate records are maintained.

Confidentiality: Ensuring confidentiality in handling behavioural incidents, respecting the privacy of the individuals involved while following legal obligations.

Review and Evaluation: Regular review of behavioural management strategies to assess their effectiveness and make necessary adjustments for continual improvement.

Conclusion

ReturnMK is committed to maintaining a safe and inclusive environment where young people can thrive and develop essential life skills. By implementing this behaviour management policy, we aim to support positive behaviour while addressing negative behaviour effectively and fairly.

We request that our Staff, Volunteers, Member and Visitors respect this Policy, a copy of which will be available on demand.

Approved by the Management Committee

Jason Lawrence

Signed:



Trustee for  ReturnMK

Date Reviewed on 03/01/2025